

OAG DIVERSITY MISSION STATEMENT

We fully recognize our obligation to the city government, the residents of the District of Columbia and the agency's employees; we are fully committed to embracing and maintaining a diverse workforce that is representative of the community that we serve. We will work tirelessly to cultivate an environment of respect, courtesy and understanding through communication, thereby fostering an appreciation for ethnic, cultural and social differences. We expect our workplace to value the contributions of all employees, and to provide opportunities for personal and professional growth and advancement for all.

Who we are 2

Nadine Wilburn 3

Todd Kim 4

OAG Celebrations 5

OAG Celebrations 6

Diversity Recipe Corner 7

THE OAG SPECTRUM

A DIVERSITY NEWSLETTER



SUMMER 2006

A Message from the EEO Director

In an effort to develop the diversity initiatives for all of OAG, my vision was to be inclusive and involve representation of all of OAG to play a part in discussions and the overall development and implementation of these initiatives. To facilitate this process, two committees were created. The Diversity Steering Committee (DSC) and the Diversity Management Committee (DMC). Also, as these initiatives impact everyone, both the DSC and the DMC is comprised of not just attorney representation but also non-attorney representation. The DMC meets on a monthly basis and is made up of both attorney and non-attorney management. Bob Spagnoletti serves as the Chair; also serving on the DMC includes Eugene Adams, Joseph Allen, Charles Barbera, Darryl Gorman, Michael Hailey, Traci Hughes, Todd Kim, Catherine Motz, Teresa Quon, Benidia Rice, Tonya Robinson, David Rubenstein, Pam Satterfield, George Valentine and Wayne Witkowski. The DSC is comprised of a total of 14 OAG employees, including management, line attorneys and administrative support. Kim McDaniel, EEO Director is the Chair of the DSC, which also



Left to right: Kim McDaniel, Polly Rich, Turna Lewis, Yvette Garcia Missri, Tashi Brown, Edel Quinones, Michael McMiller, Nancy Johnson (Not pictured: Denise Baker, Patrick Gordon, Shohreh Khodabakhsh, Don Resnikoff and Doreen Thompson)

includes Denise Baker, Tashi Brown, Patrick Gordon, Nancy Johnson, Shohreh Khodabakhsh, Turna Lewis, Kenia Seoane Lopez, Michael McMiller, Yvette Garcia Missri, Edel Quinones, Don Resnikoff, Polly Rich and Doreen Thompson. What I am most pleased with is not just that it is a good racial and gender mix, but also that the DSC is represented by a cross section of OAG, including divisions and agencies, attorneys and administrative support. In participating on both

committees, the level of participation and positive support from the two committees has been excellent; I look forward to both committees continually working together to achieve new initiatives. Stay tuned for more Diversity Newsletters to be published in the fall and winter. We are grateful to Todd Kim and Nadine Wilburn for agreeing to be first participants in our featured interviews. Our future newsletters will feature articles about managers as well as non-managers, and attorneys and non-attorneys. In my short tenure within OAG, two questions that often get raised is who is on the hiring committee and is it diverse. The hiring committee is chaired by Teresa Quon, and consists alphabetically of Janese Bechtol, Alan Bergstein, Carol Burroughs, Kenneth Campbell, Theresa Cusick, David Fisher, Darryl Gorman, Rosalyn Groce, Bonnie Hannan, Ron Harris, Kim Johnson, Todd Kim, Mike Krainak, Rick Love, Kim McDaniel, Frank McDougald, Dan Rezneck, David Rubenstein, Pamela Satterfield, Frank Seales, Alexis Taylor, Alicia Washington, Nadine Wilburn, Carl Wilson, Elizabeth Wingo, Laura Zettler. OAG makes every effort to ensure that each hiring panel is diverse according to race, gender, and practice area. See page 2 for statistical makeup of hiring committee.

- Kim McDaniel



Who we are

OAG values and continues to work toward securing a diverse representation of attorneys, management and support personnel across all ethnic backgrounds. In doing so, OAG recognizes the importance of continuing to do community outreach and education so that area law schools and law schools outside the area are aware of the work done at OAG. Additionally, as part of its diversity initiatives, OAG will conduct additional outreach for 2006-2007 targeting various ethnic law school associations and bar associations. OAG will also participate in the Southeastern Minority Job Fair in Atlanta, Georgia this fall, and host its own internal Open House for area law schools and ethnic bar associations.

We recognize that achieving diversity is a continual journey. We will continue toward achieving a balanced and representative workforce for all of OAG. Working toward this goal, we share the following information:

Hiring Committee:

6 African American Female
6 African American Male
7 Caucasian females
7 Caucasian males
1 Asian Female
1 Asian Male

External Hires:

Black Females:	14	32.6%
White Female:	13	30.2%
Asian Female:	5	11.6%
Hispanic Female:	1	2.3%
White Male:	5	11.6%
Black Male:	4	9.3%
Asian Male:	1	2.3%
Total Female:	33	77%
Total Male:	10	23%

Promotions from Line to Management:

White Female:	6	46%
Black Female:	4	31%
White Male:	2	15%
Black Male:	1	8%
Total females promoted:	10	77%
Total males promoted:	3	23%

Our total Management population including attorney and non-attorney:

Black Female:	36	38.3%
White Female:	22	23.4%
White Male:	17	18.1%
Black Male:	16	17%
Black/Asian Male:	1	1%
Asian Female:	1	1%
Asian Male:	1	1%
Total Female:	59	62.8%
Total Male:	35	37.2%

OAG represents the **SPECTRUM** — the perfect name for our diversity Newsletter

OAG defines diversity as all the ways in which we are different and all the ways in which we are alike.

Diversity is not limited to racial differences.

Diversity acknowledges all of our differences and commonalities.

Diversity Your Thinking

When one thinks of diversity they should not just focus on a particular racial group. Each individual regardless of race, brings diversity to the table.

Did you know?

Did you know the following about our OAG managers?

OAG has 59 female managers while male managers comprise 35 for a total of 94 managers. The majority of managers (47) reside in the District of Columbia; 29 in Maryland and 15 in Virginia. Our management team is truly a pet loving team as 32 managers have dogs; 19 have cats; and other pets owned by OAG managers include hamsters, rabbits, hermit crabs, fish, mice and yes, even a snake. Managers have collectively spent 732 years at OAG with the average number of years at OAG for a manager being 8.04 years. The longest tenure is more than 30 years. Our managers have attended 63 different undergraduate schools; and attended 35 different law schools; 23 have attended law schools in the District of Columbia including 6 managers who attended Howard; and 6 managers attending Catholic University.

Who is Nadine Wilburn

Nadine Wilburn is the Assistant Deputy Attorney General of the Civil Litigation Division. She reviews and assigns civil cases served upon the District of Columbia; provides legal and/or strategic advice to Section Chiefs and AAG's to ensure that defensive litigation strategy for cases managed in the Division is consistent with prevailing legal authority and office policy; and assists the Deputy Attorney General with the day-to-day operation of the Division.



**Nadine Wilburn, Assistant
Deputy Attorney General**

Born in Brooklyn, NY, Nadine lived with her parents until moving to Trinidad to live with her grandmother. Nadine lived in Trinidad for nine years where she attended catholic private schools. At age nine, Nadine and her sister headed back to Brooklyn to live with their parents. Returning to Brooklyn from Trinidad, Nadine found herself skipping a grade in school, a fact that she credits to the excellent school system in Trinidad. After her father passed away, Nadine and her family moved to Orlando, Florida where Nadine attended Junior High and High School.

As a high school student, Nadine continued to excel academically and began participating in the "Upward Bound" program. Later, Nadine attended Rollins College and earned her BA in (English Literature) in only three years. Determined to become a lawyer, Nadine headed to Washington, DC after college where she attended Howard University Law School. It was at Howard that Nadine quickly caught the trial lawyer bug while taking trial advocacy with the late Judges Luke Moore and William Bryant. After graduating from law school in 1991, Nadine married her husband, John, with whom she has two outstanding boys, John, age 11 and Ken, age 5. In 1991, Nadine joined a small health care litigation firm where she worked for one year. As fate would have it, a friend told Nadine about a job with the former Office of Corporation Counsel (OCC) in the former Housing Litigation unit. After landing the job, Nadine worked in the Housing Litigation unit under our very own Chief Deputy Attorney General, Eugene Adams for a year and a half, before being rotated to General Litigation I where she worked under George Valentine, Deputy of the Civil Litigation Division. In October 1998, Nadine accepted the opportunity to join her alma mater as Howard University's Senior Associate in the General Counsel's Office. A year into her position at Howard, however, OCC approached Nadine and asked her to return as the Assistant Deputy in General Litigation (now Civil Litigation). Nadine accepted the position where she has remained until present, with the exception of June 2002 through 2003 where she served as the Interim Director of the D.C. Office of Human Rights.

How does Nadine balance family and career?

It's hard! But, despite its challenges, Nadine makes it work

and finds that both her family and work lives offer invaluable rewards.

Nadine has some advice for people juggling family life with their careers: draw boundaries at work whenever possible, such as not taking work home with you and consistently leaving the office at a reasonable hour. She also makes meals ahead of time for the week. In short, Nadine's advice is to be

very organized! Though she admits it is hard to fit in, Nadine also realizes the importance of caring for herself – to this end, she exercises regularly, sneaks in moments here and there while running errands, watches movies and plays basketball and soccer with her sons.

Nadine on diversity

Nadine values diversity, saying "OAG is a great place to work because it is filled with many people with diverse backgrounds and beliefs. I challenge everyone to initiate a conversation with someone outside his or her section about a non-work related topic and you will see how truly diverse the office is."

Who are Equity I and II?

Civil Litigation is comprised of three specialty sections: General Litigation, Personnel and Labor Relations, and Equity. This month, we feature Equity, consisting of Equity I and II:

Equity I – Equity I defends lawsuits in which the plaintiff(s) challenge the way District of Columbia agencies operate their systems or programs. The lawsuits normally seek: 1) a finding that the manner in which the District does business is illegal, 2) an order compelling the District to take particular action to comply with existing law, or 3) an order preventing the District from either taking certain action or enforcing existing law. Many of these cases are filed as class action law suits and challenge the way in which the District runs its prison system, Medicaid, mental health services programs, and youth detention facilities. There are seven attorneys and one paralegal in Equity I who are managed by one section chief.

Equity II – Equity II manages cases as either a plaintiff or a defendant, in connection with the District of Columbia Public School's provision of special education services under the Individuals with Disabilities in Education Act ("IDEA"). Cases vary from court appeals of administrative decisions to class action litigation and statutory attorneys' fees issues. Equity II also defends the District in matters filed under the Freedom of Information Act. Approximately 40% of all cases settle, while all but 3% of the remainder is disposed of by motion. There are six attorneys and one paralegal in Equity II managed by one section chief.

**"I challenge
everyone to
initiate a
conversation
with someone
outside his or
her section
about a non-
work related
topic and you
will see how
truly diverse
the office is"**

Who is Todd Kim



**Todd Kim,
Solicitor
General**

Todd Kim is the first Solicitor General for the District of Columbia. He is responsible for overseeing all of the District's appellate litigation before the District of Columbia Court of Appeals, the United States Court of Appeals for the District of Columbia Circuit, and the Supreme Court of the United States.

Prior to becoming Solicitor General, Mr. Kim was an appellate attorney for the U.S. Department of Justice, Environment and National Resources Division. While representing the United States, Mr. Kim practiced extensively before all thirteen U.S. Courts of Appeals and the U.S. Supreme Court. He is a graduate of Harvard College, from which he received a degree in biology, and Harvard Law School. After law school, he served as a law clerk to the Honorable Judith Rogers on the United States Court of Appeals for the District of Columbia Circuit. Mr. Kim resides in the District of Columbia.

What are the duties of the Solicitor General?

As part of the Solicitor General's responsibility for the District's civil and criminal appellate litigation, he consults and coordinates with Attorney General Bob Spagnoletti, as well as the Chief Deputy Attorney Gen-

eral, and Deputy Attorneys General. This keeps the Solicitor General up to date on matters which are pending, or may be brought, before the District's appellate courts.

The Solicitor General supervises the attorneys and support staff assigned to the Office of the Solicitor General. He reviews legal briefs filed by the attorneys, to ensure high quality. He coordinates a moot court (practice court) and peer review system to ensure high quality oral appellate advocacy on behalf of the District of Columbia.

The Solicitor General monitors developments in civil and criminal case law in the federal and local appellate courts, and recommends to the Attorney General whether the District of Columbia should initiate or join amicus (friend of the court) briefs along with other state Attorneys General on issues of mutual interest.

Of course, the Solicitor General has an array of additional related duties and meetings to attend to.

Todd on diversity issues

Todd tells us that "One particular thing that drew me to OAG is its excellence in promoting diversity in both line attorney and management positions."

Todd himself brings diversity to the OAG. He was raised in New Jersey, where his interests included music performance. His interest in music performance continues, and includes participation in choral groups in the District of Columbia. Todd tells us that

"My parents are both Koreans who immigrated here in the 1960s to attend graduate schools. They met here, married here, and had my older sister and me here. They both became U.S. citizens, though they have since moved back to Korea and have lived there again since 1990." Todd found diversity in New Jersey as he was growing up. "There were many Koreans, but of course there were many people of other backgrounds."

Todd was a principal speaker at OAG's recent celebration of Asian-American Month, where he spoke about the value of bringing together in the OAG work place an array of people of diverse backgrounds and interests. Read more about Todd's message of diversity on page 6.

"One particular thing that drew me to OAG is its excellence in promoting diversity in both line attorney and management positions."



OAG CELEBRATIONS

This year OAG has paid tribute to three cultural programs; Our first celebration began with Black History Month in February; followed by Women's History Month celebration in March; and then Asian Pacific Heritage Month celebrated in May. While each program was unique in its presentation, they all had one thing in common and that was an opportunity for OAG employees to come together and celebrate through song, dance, and inspiring speakers. Each cultural celebration was opened with remarks by Bob Spagnoletti. These diversity celebrations which take place in the Council Chamber have met with huge success. Positive feedback has been received from OAG employees and managers who have attended. On behalf of the DSC and the DMC I want to thank all employees for taking the time out and participating in our program celebrations. It is this feedback that forms

the basis of our decision to continue with these programs throughout the year. In September, we will celebrate Hispanic Latino Heritage Month and sometime in November/December we will have a calendar year end celebration of a multicultural holiday celebration. I believe that what makes these programs particularly special is employee participation. If you wish to participate or have talent that you want to share with your fellow OAG employees, contact Kim McDaniel at 724-5503. While these pictures do not begin to highlight the fun and colorful and insightful presentations made at these celebrations, we have included pictures and descriptions of the programs that we have sponsored so far. If you were unable to attend these programs, we hope that you will be able to attend our last two celebrations this calendar year—stay tuned for more details on dates and times.

BLACK HISTORY MONTH

February was Black History Month. Our celebration in-



cluded guest speaker Dr. Daryl Michael Scott, Professor/Chair of History Department at Howard University and Vice President of Programs for the Association for the Study of African American Life and History, the founding organization for Black History Month. Presentations included a selection of poems and a tribute to Coretta Scott King by Thelma Brown, Assistant Attorney General, Personnel and Labor Relations; musical selections by the Wilson High School Choir, a talented and gifted group of students who led OAG in the singing of the National Black Anthem; the choir was led by Lori Williams, a talented and gifted jazz vocalist who also performed a few selections. The program closed with a spiritual musical performance by Robert Vaughn, Manager, Records Management Unit, Child Support Services Division (CSSD), and remarks by



Benidia Rice, Director, CSSD. Participants on the program also included Talynda Jackson, Program Support Assistant, Immediate Office, and Joseph Hooper, Support Enforcement Specialist, CSSD.



Left to right: Sharon Singh, Esq; Adriane Marblestein-Deare, Esq.; Judge Inez Smith Reid (DC Court of Appeals); Magistrate Judge Pamela Gray (DC Superior Court); Magistrate Judge Carol Ann Dalton (DC Superior Court); Magistrate Judge Karen Howze (DC Superior Court).

WOMEN'S HISTORY MONTH

March was Women's History Month. The theme celebration was "Accomplishments of Women on the Courts and the Challenges They Faced to Get There." Our celebration began by opening remarks by Kenia Seoane Lopez, Assistant Attorney General, CSSD; followed by a panel presentation by Magistrate Judges Pamela Gray, Karen Howze, Carol Dalton, Associate Judge for the D.C. Court of Appeals, Inez Smith Reid, Attorney Adriane Marblestein-Deare and Attorney Sharon Singh. Traci Hughes, Director of Communications, did a superb job at moderating the event and getting the panel to truly share their experiences. OAG employees were quite engaged as these women discussed their accomplishments, obstacles and challenges in pursuing their careers. The panel also discussed their regrets and balancing work and home life. Lastly, the panel offered advice to other women seeking to



pursue a career in law or furthering their education. Special appreciation goes to Traci Hughes, Carol Connelly, and Pam Satterfield for their special efforts in getting the panel to agree to join us for our celebration.

May was Asian Pacific American Heritage Month; and the

ASIAN PACIFIC HERITAGE MONTH



theme celebrated was "Decades of Pride, Partnerships and Progress." This program was opened by the very inspiring remarks by George Valentine, Deputy Attorney General, Civil Litigation, who spoke of his Korean and African American heritage, public

ly acknowledging his Korean heritage for the first time; Teresa Quon, Deputy Attorney General for Professional Development reminded everyone of the significant increased growth of the Asian community, and the vast economic contributions

made by the communities; Todd Kim, Solicitor General,



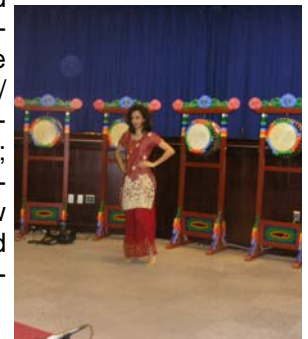
delivered an inspiring and engaging talk, and concluded by stating "In Korea, it's relatively easy to forget about diversity. Here in America and here at OAG, we have the ability to act on diversity every day. And I use that word 'act' deliberately; it's one thing for a society to

achieve diversity, but another for individuals to act to take advantage of it. Every day, we have the opportunity to learn from people with different backgrounds and stories, and to share our own backgrounds and stories. Every day, we should take af-

firmative steps to seize this opportunity by appreciating and connecting with the people around us... I charge you to luxuriate in our diversity and to reap its rewards." Performances by Vanita Kumar, Cham Cham Payal Bajey, a Bollywood Dance performance which is India's version of Hollywood and its trademark high-energy music; the Bollywood performance was special as it was performed by:

Nirupama Tandon and her 6 year old nieces, Anjali Kumar and Payal Kumar. Also, the Asian American Arts Center, Korean Music and Dance, performed a powerful and colorful "Three-Drum Dance" a Korean dance presented by female dancers Lydia Paek, Becky Lee and Sara Haryeun, combining both drumming and dancing as a way to express the blessing and joy of the earth, and expres-

sion of a mother's devotion to family, home and hard work. What made this program unique is that following the program, employees enjoyed a festive sampling of Asian foods including steamed Japanese dumplings; spicy Chinese ravioli; Vietnamese style spring rolls; Indonesian/Malaysian Chicken satay; vegetarian samosas (India); Szechuan spiced sesame noodles made by Anne Meglis, Law Librarian; Korean Kimchee; and Chinese buns stuffed with barbecue pork.



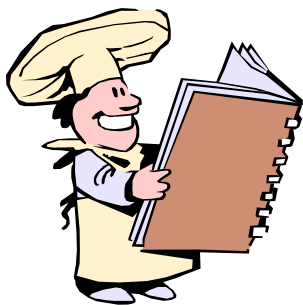
UPCOMING OAG EVENTS



OAG Open House: OAG will host an Open House in September 2006. During the Open House, we will invite area law schools, universities and various Bar associations including the Washington Bar Association, Hispanic Bar, South Asian Bar, Asian Pacific American Bar Association, and the Women's Bar Association The Gay, Lesbian, Bisexual and Transgender Attorneys of Washington, and various law school associations including Asian, Black, Disability and Hispanic law student associations to discuss with them the varied responsibilities of the divisions and agencies. Students and attorneys will have an opportunity to learn about the work and opportunities available and leave us with copies of their resume.

Also, diversity training for all of OAG will begin and be completed sometime this fall.

Our next two OAG diversity celebrations will be in September and October 2006, when we celebrate Disability Awareness Month and Hispanic/Latino Heritage Month.



Diversity Recipe Corner

With each edition, our newsletter will feature a variety of diverse food recipes from OAG employees. If you would like to send in a recipe for one of the Newsletter, you can e-mail Kim McDaniel.



BULJOL (SALT-FISH)

This Trinidadian salad of shredded saltfish is traditionally served for breakfast or a Sunday brunch in Trinidad.

8 ounces salt codfish (or substitute any cooked, flaky white fish fillet)
1 large onion, chopped fine
1 large tomato, chopped fine
1 seasoning pepper (Scotch Bonnet or substitute a Yellow Wax Hot), seeds and stem removed, chopped fine
1 Congo pepper (habanero), seeds and stem removed, chopped fine
Freshly ground black pepper
3 tablespoons olive oil
Lettuce leaves
Sliced avocado and lettuce leaves for garnish

1. If using salt cod, place the fish in a bowl and pour boiling water over it. Allow to sit for an hour, pour off the water, and repeat. Drain the fish, remove any skin or bones, and squeeze out all the water.
2. Combine the fish with the onion, tomato, seasoning pepper, Congo pepper, black pepper, and the olive oil

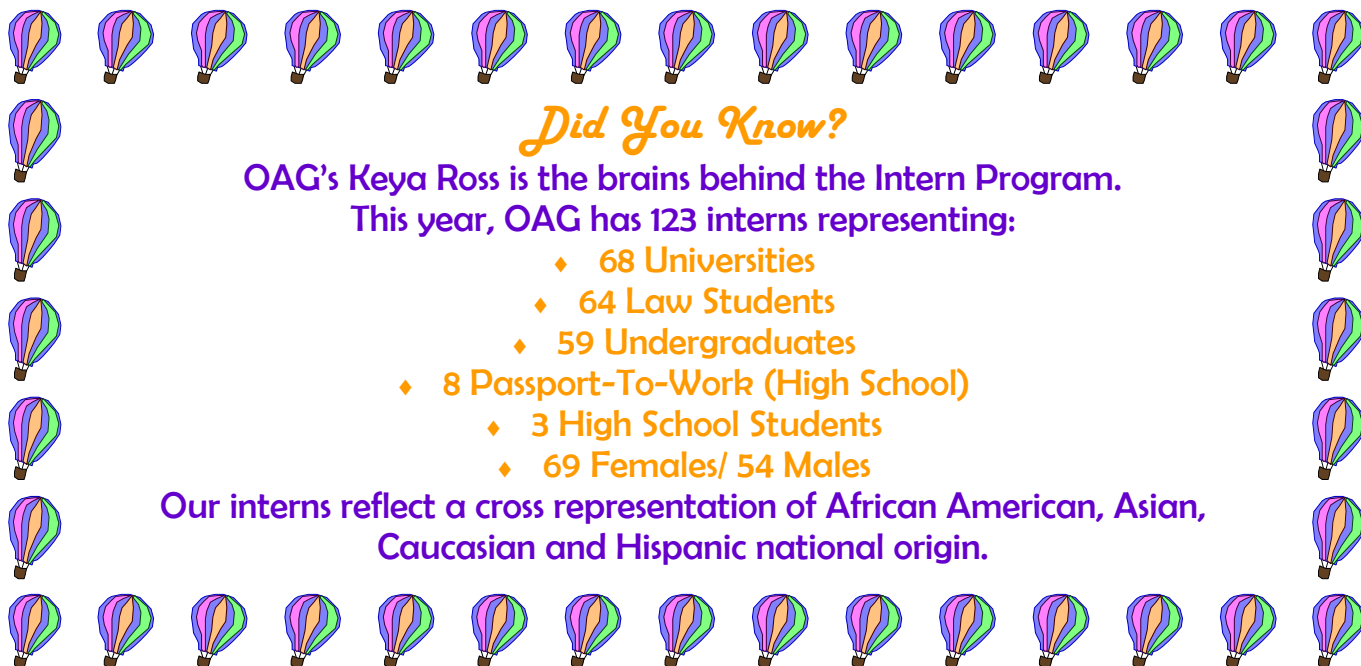
On June 5th, 2006, by Presidential Proclamation, the month of June was proclaimed as Caribbean-American Heritage Month. Denise Baker presents a traditional Trini dish commonly referred to as "Solfish and Bake."

and mix well. Place this mixture on lettuce leaves and garnish with the avocado. Serve with Coconut Bake.

COCONUT BAKE

2 cups flour
2 tsps baking powder
3/4 cup grated coconut
2 tbsps sugar
1 oz margarine or butter
3/4 tsp salt
2/3 cup water

1. Sift flour, salt and baking powder into a bowl
2. Rub in the margarine/butter, then stir in sugar and grated coconut
3. Add water, and mix into a firm dough
4. Turn out onto floured board, knead lightly, shape into a ball and leave covered for 15-20 minutes
5. Press into the center and using a rolling pin, roll into a circular shape about 3/4" thick
6. Heat oven to 350°
7. Decorate the dough with fork or knife marks
8. Put onto a flat, greased baking sheet and bake till brown for about 20-30 minutes
9. Remove from oven



Did You Know?

OAG's Keya Ross is the brains behind the Intern Program.
This year, OAG has 123 interns representing:

- ♦ 68 Universities
- ♦ 64 Law Students
- ♦ 59 Undergraduates
- ♦ 8 Passport-To-Work (High School)
- ♦ 3 High School Students
- ♦ 69 Females/ 54 Males

Our interns reflect a cross representation of African American, Asian, Caucasian and Hispanic national origin.